

Code of Vendor Conduct (COVC) Issues at Assessed Factories Supplying Branded Clothing to Gap Inc.

2021

	Total	Bangladesh	Cambodia	China	Guatemala	India	Indonesia	Nicaragua	Pakistan	Sri Lanka	Vietnam	Other
NUMBER OF FACILITIES	705	44	57	137	16	95	67	7	14	44	147	77
PRINCIPLE & DETAIL - Percentage of factories with findings												
Child Labor												
Employs workers below the legal minimum age or 15, whichever is higher	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Does not comply with child labor laws, including working hours and conditions	0.3%	0.0%	0.0%	0.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.7%	0.0%
Forced Labor												
Imposes restrictions to voluntarily ending employment	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Discrimination												
Discrimination in hiring, training, promotion, termination, or retirement	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.7%	2.6%
Working Hours												
Overtime is not voluntary	0.4%	2.3%	0.0%	0.0%	0.0%	0.0%	0.0%	14.3%	0.0%	0.0%	0.0%	1.3%
Does not provide 1 day off in 7	15.7%	11.4%	8.8%	32.8%	0.0%	20.0%	3.0%	0.0%	14.3%	2.3%	18.4%	6.5%
Wages, Benefits, and Terms of Employment												
Does not pay overtime and incentives as required	2.8%	4.5%	0.0%	2.2%	6.3%	8.4%	0.0%	0.0%	0.0%	0.0%	1.4%	5.2%
Does not provide understandable wage statement translated to worker language	3.3%	2.3%	0.0%	2.9%	0.0%	9.5%	0.0%	14.3%	0.0%	6.8%	2.7%	1.3%
Humane Treatment and Disciplinary Practices												
Does not provide confidential grievance channel without risk of retaliation	2.7%	6.8%	0.0%	0.7%	6.3%	6.3%	0.0%	0.0%	0.0%	4.5%	2.7%	2.6%
Does not prohibit physical punishment or coercion	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Does not prohibit verbal or psychological abuse or coercion	3.5%	0.0%	0.0%	0.0%	0.0%	22.1%	0.0%	0.0%	0.0%	0.0%	0.0%	3.9%
Freedom of Association												
Blocks attempts to organize	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Contract Labor												
Foreign contract workers do not receive translated employment contract	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign contract workers do not have required travel and/or work documents	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign contract workers do not receive adequate orientation training	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Occupational Health and Safety												
Does not maintain sufficient, clearly marked exits and routes	25.2%	34.1%	28.1%	24.1%	25.0%	35.8%	13.4%	14.3%	21.4%	27.3%	20.4%	27.3%
Does not comply with machine/equipment safety regulations as required	4.8%	0.0%	36.8%	1.5%	0.0%	1.1%	1.5%	0.0%	0.0%	15.9%	1.4%	0.0%
Does not provide sufficient lighting	28.8%	25.0%	35.1%	36.5%	0.0%	43.2%	17.9%	14.3%	71.4%	25.0%	23.8%	15.6%
Dormitory												
Does not provide personal mats	1.1%	0.0%	0.0%	0.0%	0.0%	8.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Does not maintain clear halls and exits	0.1%	0.0%	0.0%	0.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Unrestricted Access												
Does not provide unrestricted access to facility, workers, and records	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Subcontractor Monitoring												
Does not monitor handwork supply chain, wherever applicable	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.7%	0.0%
Environmental Management System (EMS)												
Does not have an EMS	1.4%	0.0%	0.0%	2.2%	6.3%	0.0%	4.5%	0.0%	0.0%	0.0%	0.7%	2.6%
Environmental Emergency Plan (EEP)												
Does not have procedures to contact appropriate authorities in case of accidents	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Chemical Storage and Disposal												
Chemical are not disposed of in accordance with laws	4.7%	6.8%	3.5%	2.9%	0.0%	13.7%	10.4%	0.0%	7.1%	0.0%	0.7%	2.6%
Chemical storage area is not suitably located or well-maintained	6.0%	0.0%	12.3%	7.3%	0.0%	9.5%	3.0%	42.9%	0.0%	2.3%	4.8%	3.9%

Code of Vendor Conduct (COVC) Issues at Assessed Factories Supplying Branded Clothing to Gap Inc.

2020

	Total	Bangladesh	Cambodia	China	Guatemala	India	Indonesia	Pakistan	Sri Lanka	United States	Vietnam	Other
NUMBER OF FACILITIES	634	29	56	139	19	100	25	13	33	2	158	60
PRINCIPLE & DETAIL - Percentage of factories with findings												
Child Labor												
Employs workers below the legal minimum age or 15, whichever is higher	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Does not comply with child labor laws, including working hours and conditions	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.3%	0.0%
Forced Labor												
Imposes restrictions to voluntarily ending employment	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Discrimination												
Discrimination in hiring, training, promotion, termination, or retirement	2.1%	1.8%	1.4%	0.0%	3.0%	0.0%	0.0%	0.0%	0.0%	3.8%	1.7%	1.8%
Working Hours												
Overtime is not voluntary	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Does not provide 1 day off in 7	23.0%	20.7%	12.5%	47.5%	0.0%	21.0%	0.0%	38.5%	3.0%	0.0%	19.6%	15.0%
Wages, Benefits, and Terms of Employment												
Does not pay overtime and incentives as required	6.6%	6.9%	1.8%	7.9%	10.5%	10.0%	4.0%	0.0%	0.0%	0.0%	8.2%	3.3%
Does not provide understandable wage statement translated to worker language	8.0%	10.3%	8.9%	14.4%	0.0%	12.0%	4.0%	0.0%	3.0%	0.0%	4.4%	3.3%
Humane Treatment and Disciplinary Practices												
Does not provide confidential grievance channel without risk of retaliation	3.8%	13.8%	14.3%	1.4%	15.8%	3.0%	0.0%	7.7%	3.0%	50.0%	0.0%	1.7%
Does not prohibit physical punishment or coercion	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Does not prohibit verbal or psychological abuse or coercion	7.4%	0.0%	3.6%	0.0%	36.8%	37.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.7%
Freedom of Association												
Blocks attempts to organize	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Contract Labor												
Foreign contract workers do not receive translated employment contract	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.7%
Foreign contract workers do not have required travel and/or work documents	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	5.0%
Foreign contract workers do not receive adequate orientation training	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.7%

Occupational Health and Safety												
Does not maintain sufficient, clearly marked exits and routes	38.2%	48.3%	35.7%	37.4%	57.9%	45.0%	28.0%	92.3%	33.3%	0.0%	36.7%	20.0%
Does not comply with machine/equipment safety regulations as required	39.4%	41.4%	28.6%	32.4%	42.1%	47.0%	60.0%	84.6%	15.2%	50.0%	49.4%	20.0%
Does not provide sufficient lighting	6.3%	0.0%	41.1%	3.6%	0.0%	1.0%	0.0%	0.0%	18.2%	0.0%	1.3%	5.0%
Dormitory												
Does not provide personal mats	1.1%	0.0%	0.0%	0.0%	0.0%	7.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Does not maintain clear halls and exits	0.3%	0.0%	0.0%	0.0%	0.0%	1.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.7%
Unrestricted Access												
Does not provide unrestricted access to facility, workers, and records	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Subcontractor Monitoring												
Does not monitor handwork supply chain, wherever applicable	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.6%	0.0%
Environmental Management System (EMS)												
Does not have an EMS	2.8%	0.0%	0.0%	10.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.9%	1.7%
Environmental Emergency Plan (EEP)												
Does not have procedures to contact appropriate authorities in case of accidents	0.8%	0.0%	0.0%	2.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.3%	0.0%
Chemical Storage and Disposal												
Chemical are not disposed of in accordance with laws	9.9%	3.4%	1.8%	12.2%	5.3%	25.0%	32.0%	0.0%	0.0%	0.0%	4.4%	5.0%
Chemical storage area is not suitably located or well-maintained	11.0%	13.8%	25.0%	5.8%	5.3%	11.0%	16.0%	0.0%	0.0%	0.0%	16.5%	3.3%

Code of Vendor Conduct (COVC) Issues at Assessed Factories Supplying Branded Clothing to Gap Inc.

2019

	Total	Bangladesh	Cambodia	China	Guatemala	India	Indonesia	Pakistan	Sri Lanka	United States	Vietnam	Other
NUMBER OF FACILITIES	733	38	55	180	17	107	63	13	40	1	158	61
PRINCIPLE & DETAIL - Percentage of factories with findings												
Child Labor												
Employs workers below the legal minimum age or 15, whichever is higher	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Does not comply with child labor laws, including working hours and conditions	0.7%	0.0%	0.0%	0.0%	0.0%	0.9%	0.0%	0.0%	2.5%	0.0%	1.9%	0.0%
Forced Labor												
Imposes restrictions to voluntarily ending employment	0.4%	0.0%	0.0%	0.0%	0.0%	2.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Discrimination												
Discrimination in hiring, training, promotion, termination, or retirement	0.8%	0.0%	0.0%	0.0%	0.0%	0.9%	3.2%	0.0%	0.0%	0.0%	1.3%	1.6%
Working Hours												
Overtime is not voluntary	1.4%	0.0%	0.0%	0.0%	29.4%	2.8%	1.6%	0.0%	0.0%	0.0%	0.6%	0.0%
Does not provide 1 day off in 7	25.6%	31.6%	5.5%	57.2%	0.0%	15.9%	12.7%	38.5%	10.0%	0.0%	19.6%	8.2%
Wages, Benefits, and Terms of Employment												
Does not pay overtime and incentives as required	10.8%	5.3%	3.6%	7.2%	17.6%	18.7%	25.4%	7.7%	2.5%	0.0%	12.0%	3.3%
Does not provide understandable wage statement translated to worker language	7.9%	7.9%	12.7%	10.0%	23.5%	15.0%	0.0%	0.0%	0.0%	0.0%	4.4%	4.9%
Humane Treatment and Disciplinary Practices												
Does not provide confidential grievance channel without risk of retaliation	5.7%	23.7%	10.9%	4.4%	0.0%	3.7%	3.2%	0.0%	22.5%	0.0%	0.0%	6.6%
Does not prohibit physical punishment or coercion	0.4%	2.6%	0.0%	0.0%	0.0%	1.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Does not prohibit verbal or psychological abuse or coercion	5.5%	18.4%	5.5%	0.0%	5.9%	18.7%	4.8%	0.0%	0.0%	0.0%	1.9%	4.9%
Freedom of Association												
Blocks attempts to organize	0.3%	0.0%	3.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Contract Labor												
Foreign contract workers do not receive translated employment contract	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.6%
Foreign contract workers do not have required travel and/or work documents	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	3.3%
Foreign contract workers do not receive adequate orientation training	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Occupational Health and Safety												
Does not maintain sufficient, clearly marked exits and routes	46.1%	47.4%	38.2%	43.9%	58.8%	40.2%	41.3%	84.6%	47.5%	100.0%	46.2%	60.7%
Does not comply with machine/equipment safety regulations as required	38.9%	21.1%	58.2%	27.2%	23.5%	45.8%	61.9%	84.6%	2.5%	100.0%	48.7%	23.0%
Does not provide sufficient lighting	6.3%	0.0%	58.2%	0.0%	0.0%	0.9%	0.0%	0.0%	20.0%	0.0%	3.2%	0.0%
Dormitory												
Does not provide personal mats	1.2%	0.0%	0.0%	0.0%	0.0%	8.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Does not maintain clear halls and exits	1.2%	0.0%	0.0%	3.3%	0.0%	1.9%	0.0%	0.0%	0.0%	0.0%	0.0%	1.6%
Unrestricted Access												
Does not provide unrestricted access to facility, workers, and records	0.4%	0.0%	0.0%	1.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Subcontractor Monitoring												
Does not monitor handwork supply chain, wherever applicable	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.6%	0.0%
Environmental Management System (EMS)												
Does not have an EMS	7.4%	0.0%	0.0%	21.7%	0.0%	0.9%	4.8%	0.0%	0.0%	0.0%	3.8%	6.6%
Environmental Emergency Plan (EEP)												
Does not have procedures to contact appropriate authorities in case of accidents	2.0%	0.0%	0.0%	7.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	3.3%
Chemical Storage and Disposal												
Chemical are not disposed of in accordance with laws	9.5%	0.0%	0.0%	16.7%	5.9%	20.6%	3.2%	0.0%	0.0%	0.0%	5.7%	9.8%
Chemical storage area is not suitably located or well-maintained	10.6%	2.6%	10.9%	10.6%	17.6%	14.0%	3.2%	0.0%	5.0%	0.0%	13.3%	14.8%

Code of Vendor Conduct (COVC) Issues at Assessed Factories Supplying Branded Clothing to Gap Inc.

2018

	Total	Bangladesh	Cambodia	China	Guatemala	India	Indonesia	Pakistan	Sri Lanka	United States	Vietnam	Other
NUMBER OF FACILITIES	778	39	52	202	22	119	80	13	30	2	150	69
PRINCIPLE & DETAIL - Percentage of factories with findings												
Child Labor												
Employs workers below the legal minimum age or 15, whichever is higher	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Does not comply with child labor laws, including working hours and conditions	1.0%	0.0%	0.0%	0.5%	0.0%	0.0%	0.0%	0.0%	10.0%	0.0%	1.3%	2.9%
Forced Labor												
Imposes restrictions to voluntarily ending employment	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Discrimination												
Discrimination in hiring, training, promotion, termination, or retirement	1.2%	0.0%	3.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	3.3%	2.9%
Working Hours												
Overtime is not voluntary	1.8%	7.7%	3.8%	0.0%	13.6%	0.8%	1.3%	0.0%	0.0%	0.0%	2.7%	0.0%
Does not provide 1 day off in 7	24.2%	48.7%	7.7%	52.0%	0.0%	12.6%	7.5%	46.2%	10.0%	0.0%	18.0%	4.3%
Wages, Benefits, and Terms of Employment												
Does not pay overtime and incentives as required	14.1%	17.9%	5.8%	11.4%	18.2%	21.8%	21.3%	0.0%	0.0%	0.0%	18.7%	2.9%
Does not provide understandable wage statement translated to worker language	9.9%	10.3%	3.8%	21.8%	4.5%	12.6%	3.8%	0.0%	3.3%	0.0%	3.3%	2.9%
Humane Treatment and Disciplinary Practices												
Does not provide confidential grievance channel without risk of retaliation	7.5%	33.3%	7.7%	4.0%	0.0%	16.0%	12.5%	7.7%	10.0%	0.0%	0.0%	0.0%
Does not prohibit physical punishment or coercion	0.4%	2.6%	0.0%	0.0%	0.0%	1.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Does not prohibit verbal or psychological abuse or coercion	4.0%	20.5%	15.4%	0.0%	4.5%	7.6%	0.0%	0.0%	0.0%	0.0%	2.0%	2.9%
Freedom of Association												
Blocks attempts to organize	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.7%	0.0%
Foreign Contract Labor												
Foreign contract workers do not receive translated employment contract	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	5.8%
Foreign contract workers do not have required travel and/or work documents	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	2.9%
Foreign contract workers do not receive adequate orientation training	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Occupational Health and Safety												
Does not maintain sufficient, clearly marked exits and routes	47.7%	38.5%	46.2%	50.0%	72.7%	33.6%	47.5%	69.2%	60.0%	0.0%	46.0%	59.4%
Does not comply with machine/equipment safety regulations as required	40.2%	48.7%	50.0%	26.2%	27.3%	43.7%	60.0%	69.2%	10.0%	50.0%	52.7%	24.6%
Does not provide sufficient lighting	5.7%	0.0%	59.6%	0.0%	9.1%	0.0%	0.0%	0.0%	30.0%	0.0%	0.7%	1.4%
Dormitory												
Does not provide personal mats	0.4%	0.0%	0.0%	0.0%	0.0%	2.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Does not maintain clear halls and exits	1.2%	0.0%	0.0%	4.0%	0.0%	0.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Unrestricted Access												
Does not provide unrestricted access to facility, workers, and records	0.5%	0.0%	0.0%	1.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.4%
Subcontractor Monitoring												
Does not monitor handwork supply chain, wherever applicable	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Environmental Management System (EMS)												
Does not have an EMS	10.9%	0.0%	0.0%	32.2%	0.0%	1.7%	11.3%	0.0%	0.0%	0.0%	6.0%	0.0%
Environmental Emergency Plan (EEP)												
Does not have procedures to contact appropriate authorities in case of accidents	3.2%	0.0%	0.0%	9.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	3.3%	0.0%
Chemical Storage and Disposal												
Chemical are not disposed of in accordance with laws	11.3%	0.0%	0.0%	14.9%	0.0%	31.9%	2.5%	7.7%	0.0%	0.0%	4.7%	14.5%
Chemical storage area is not suitably located or well-maintained	10.4%	5.1%	17.3%	15.3%	9.1%	7.6%	2.5%	0.0%	0.0%	0.0%	16.7%	1.4%

Code of Vendor Conduct (COVC) Issues at Assessed Factories Supplying Branded Clothing to Gap Inc.

2017

	Total	Bangladesh	Cambodia	China	Guatemala	India	Indonesia	Pakistan	Sri Lanka	United States	Vietnam	Other
NUMBER OF FACILITIES	855	50	50	243	15	126	71	14	48	4	144	90
PRINCIPLE & DETAIL - Percentage of factories with findings												
Child Labor												
Employs workers below the legal minimum age or 15, whichever is higher	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Does not comply with child labor laws, including working hours and conditions	1.4%	0.0%	0.0%	0.4%	0.0%	0.0%	1.4%	0.0%	4.2%	0.0%	2.8%	4.4%
Forced Labor												
Imposes restrictions to voluntarily ending employment	0.4%	0.0%	0.0%	0.4%	0.0%	1.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Discrimination												
Discrimination in hiring, training, promotion, termination, or retirement	0.9%	0.0%	0.0%	0.0%	6.7%	0.8%	0.0%	0.0%	0.0%	0.0%	2.8%	2.2%
Working Hours												
Overtime is not voluntary	0.9%	0.0%	0.0%	0.0%	26.7%	0.8%	0.0%	0.0%	0.0%	0.0%	0.7%	2.2%
Does not provide 1 day off in 7	30.9%	58.0%	20.0%	49.8%	6.7%	22.2%	16.9%	64.3%	14.6%	0.0%	22.2%	16.7%
Wages, Benefits, and Terms of Employment												
Does not pay overtime and incentives as required	17.2%	16.0%	12.0%	10.7%	33.3%	24.6%	36.6%	7.1%	2.1%	0.0%	23.6%	10.0%
Does not provide understandable wage statement translated to worker language	7.0%	26.0%	2.0%	8.6%	6.7%	11.9%	0.0%	0.0%	0.0%	0.0%	3.5%	4.4%
Humane Treatment and Disciplinary Practices												
Does not provide confidential grievance channel without risk of retaliation	10.9%	18.0%	0.0%	11.9%	0.0%	8.7%	33.8%	0.0%	14.6%	0.0%	0.0%	14.4%
Does not prohibit physical punishment or coercion	0.2%	0.0%	2.0%	0.0%	0.0%	0.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Does not prohibit verbal or psychological abuse or coercion	3.7%	4.0%	8.0%	0.0%	20.0%	8.7%	4.2%	0.0%	0.0%	0.0%	2.1%	6.7%
Freedom of Association												
Blocks attempts to organize	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.7%	0.0%
Foreign Contract Labor												
Foreign contract workers do not receive translated employment contract	0.7%	0.0%	0.0%	0.0%	0.0%	0.8%	0.0%	0.0%	0.0%	0.0%	0.0%	5.6%
Foreign contract workers do not have required travel and/or work documents	0.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.7%	6.7%

Foreign contract workers do not receive adequate orientation training	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.1%
Occupational Health and Safety													
Does not maintain sufficient, clearly marked exits and routes	49.4%	68.0%	28.0%	58.0%	53.3%	38.1%	40.8%	64.3%	45.8%	25.0%	48.6%	51.1%	
Does not comply with machine/equipment safety regulations as required	39.9%	58.0%	12.0%	35.8%	0.0%	47.6%	56.3%	85.7%	4.2%	0.0%	54.2%	30.0%	
Does not provide sufficient lighting	4.9%	0.0%	56.0%	0.4%	0.0%	0.0%	2.8%	0.0%	12.5%	0.0%	2.1%	2.2%	
Dormitory													
Does not provide personal mats	1.9%	0.0%	0.0%	1.2%	0.0%	10.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Does not maintain clear halls and exits	1.5%	0.0%	2.0%	4.1%	0.0%	0.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.1%
Unrestricted Access													
Does not provide unrestricted access to facility, workers, and records	1.9%	0.0%	0.0%	5.8%	0.0%	0.8%	1.4%	0.0%	0.0%	0.0%	0.0%	0.0%	1.0%
Subcontractor Monitoring													
Does not monitor handwork supply chain, wherever applicable	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.4%	0.0%
Environmental Management System (EMS)													
Does not have an EMS	12.6%	0.0%	0.0%	25.5%	0.0%	10.3%	29.6%	28.6%	0.0%	0.0%	2.8%	4.4%	
Environmental Emergency Plan (EEP)													
Does not have procedures to contact appropriate authorities in case of accidents	3.6%	0.0%	0.0%	10.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	2.8%	1.1%	
Chemical Storage and Disposal													
Chemical are not disposed of in accordance with laws	11.2%	0.0%	0.0%	14.4%	0.0%	32.5%	4.2%	28.6%	0.0%	0.0%	4.2%	7.8%	
Chemical storage area is not suitably located or well-maintained	12.0%	6.0%	18.0%	13.6%	6.7%	9.5%	5.6%	21.4%	0.0%	0.0%	22.2%	6.7%	

Code of Vendor Conduct (COVC) Issues at Assessed Factories Supplying Branded Clothing to Gap Inc.

	Total	Bangladesh	Cambodia	China	Guatemala	India	Indonesia	Pakistan	Sri Lanka	United States	Vietnam	Other
NUMBER OF FACILITIES	933	53	60	263	17	134	95	14	52	17	130	98
PRINCIPLE & DETAIL - Percentage of factories with findings												
Child Labor												
Employs workers below the legal minimum age or 15, whichever is higher	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.8%	0.0%
Does not comply with child labor laws, including working hours and conditions	0.9%	0.0%	0.0%	0.4%	0.0%	0.0%	0.0%	0.0%	7.7%	0.0%	1.5%	1.0%
Forced Labor												
Imposes restrictions to voluntarily ending employment	0.4%	0.0%	0.0%	0.8%	0.0%	0.7%	0.0%	0.0%	0.0%	0.0%	0.0%	1.0%
Discrimination												
Discrimination in hiring, training, promotion, termination, or retirement	1.0%	0.0%	3.3%	0.0%	0.0%	1.5%	1.1%	0.0%	1.9%	0.0%	0.8%	2.0%
Working Hours												
Overtime is not voluntary	2.1%	11.3%	5.0%	0.0%	17.6%	4.5%	1.1%	0.0%	0.0%	0.0%	0.8%	0.0%
Does not provide 1 day off in 7	25.5%	54.7%	21.7%	39.5%	0.0%	26.1%	11.6%	0.0%	17.3%	0.0%	20.0%	11.2%
Wages, Benefits, and Terms of Employment												
Does not pay overtime and incentives as required	19.6%	28.3%	10.0%	15.2%	5.9%	30.6%	20.0%	0.0%	1.9%	0.0%	33.8%	16.3%
Does not provide understandable wage statement translated to worker language	11.4%	35.8%	5.0%	19.8%	0.0%	4.5%	0.0%	0.0%	0.0%	0.0%	6.9%	17.3%
Humane Treatment and Disciplinary Practices												
Does not provide confidential grievance channel without risk of retaliation	9.3%	11.3%	0.0%	7.6%	0.0%	17.2%	14.7%	0.0%	25.0%	5.9%	0.0%	10.2%
Does not prohibit physical punishment or coercion	0.4%	0.0%	5.0%	0.0%	0.0%	0.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Does not prohibit verbal or psychological abuse or coercion	5.1%	9.4%	8.3%	0.0%	17.6%	15.7%	4.2%	0.0%	0.0%	11.8%	0.8%	7.1%
Freedom of Association												
Blocks attempts to organize	0.2%	0.0%	3.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Contract Labor												
Foreign contract workers do not receive translated employment contract	1.1%	0.0%	0.0%	0.8%	0.0%	1.5%	0.0%	0.0%	0.0%	0.0%	0.0%	6.1%
Foreign contract workers do not have required travel and/or work documents	0.9%	0.0%	0.0%	0.0%	17.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.8%	4.1%
Foreign contract workers do not receive adequate orientation training	0.2%	0.0%	0.0%	0.0%	0.0%	0.7%	0.0%	0.0%	0.0%	0.0%	0.0%	1.0%
Occupational Health and Safety												
Does not maintain sufficient, clearly marked exits and routes	48.8%	47.2%	28.3%	46.8%	23.5%	53.0%	49.5%	64.3%	59.6%	52.9%	48.5%	57.1%
Does not comply with machine/equipment safety regulations as required	40.5%	52.8%	20.0%	39.5%	5.9%	46.3%	49.5%	64.3%	17.3%	5.9%	50.8%	39.8%

Does not provide sufficient lighting	4.8%	1.9%	40.0%	0.4%	0.0%	0.7%	0.0%	0.0%	13.5%	0.0%	6.9%	2.0%
Dormitory												
Does not provide personal mats	1.2%	0.0%	0.0%	0.0%	0.0%	7.5%	1.1%	0.0%	0.0%	0.0%	0.0%	0.0%
Does not maintain clear halls and exits	1.1%	0.0%	0.0%	2.7%	0.0%	1.5%	0.0%	0.0%	0.0%	0.0%	0.0%	1.0%
Unrestricted Access												
Does not provide unrestricted access to facility, workers, and records	2.6%	0.0%	0.0%	7.6%	0.0%	1.5%	0.0%	0.0%	0.0%	0.0%	0.8%	1.0%
Subcontractor Monitoring												
Does not monitor handwork supply chain, wherever applicable	0.5%	0.0%	0.0%	0.0%	0.0%	3.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Environmental Management System (EMS)												
Does not have an EMS	16.4%	3.8%	0.0%	36.5%	5.9%	11.2%	9.5%	0.0%	1.9%	11.8%	15.4%	7.1%
Environmental Emergency Plan (EEP)												
Does not have procedures to contact appropriate authorities in case of accidents	3.1%	0.0%	0.0%	8.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	3.1%	2.0%
Chemical Storage and Disposal												
Chemical are not disposed of in accordance with laws	10.8%	1.9%	1.7%	14.1%	0.0%	24.6%	3.2%	7.1%	0.0%	5.9%	13.1%	7.1%
Chemical storage area is not suitably located or well-maintained	14.5%	18.9%	23.3%	16.3%	5.9%	14.2%	4.2%	0.0%	1.9%	0.0%	24.6%	11.2%

Code of Vendor Conduct (COVC) Issues at Assessed Factories Supplying Branded Clothing to Gap Inc.

2015

	Total	Bangladesh	Cambodia	China	Guatemala	India	Indonesia	Pakistan	Sri Lanka	United States	Vietnam	Other
NUMBER OF FACILITIES	1003	71	66	269	21	147	97	13	61	15	132	111
PRINCIPLE & DETAIL - Percentage of factories with findings												
Child Labor												
Employs workers below the legal minimum age or 15, whichever is higher	0.3%	0.0%	0.0%	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.8%
Does not comply with child labor laws, including working hours and conditions	1.0%	0.0%	1.5%	0.0%	0.0%	0.0%	0.0%	0.0%	11.5%	0.0%	1.5%	0.0%
Forced Labor												
Imposes restrictions to voluntarily ending employment	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.9%
Uses involuntary labor	0.6%	2.8%	0.0%	0.0%	0.0%	0.7%	0.0%	0.0%	1.6%	0.0%	0.0%	1.8%
Discrimination												
Discrimination in hiring, training, promotion, termination, or retirement	1.4%	4.2%	6.1%	0.0%	0.0%	0.7%	3.1%	0.0%	1.6%	0.0%	0.0%	1.8%
Working Hours												
Overtime is not voluntary	2.4%	4.2%	0.0%	0.0%	28.6%	1.4%	0.0%	0.0%	8.2%	0.0%	2.3%	4.5%
Does not provide 1 day off in 7	24.1%	54.9%	18.2%	32.3%	0.0%	34.0%	1.0%	0.0%	19.7%	0.0%	21.2%	11.7%
Wages, Benefits, and Terms of Employment												
Does not pay overtime and incentives as required	17.1%	18.3%	10.6%	14.5%	9.5%	33.3%	15.5%	7.7%	1.6%	13.3%	19.7%	15.3%
Does not provide understandable wage statement translated to worker language	10.1%	23.9%	12.1%	13.0%	19.0%	12.2%	1.0%	0.0%	3.3%	13.3%	6.1%	5.4%
Humane Treatment and Disciplinary Practices												
Does not provide confidential grievance channel without risk of retaliation	2.1%	7.0%	0.0%	1.5%	0.0%	5.4%	0.0%	0.0%	6.6%	0.0%	0.0%	0.0%
Does not prohibit physical punishment or coercion	0.5%	2.8%	0.0%	0.0%	0.0%	1.4%	0.0%	0.0%	1.6%	0.0%	0.0%	0.0%
Does not prohibit verbal or psychological abuse or coercion	5.8%	15.5%	1.5%	0.0%	28.6%	15.0%	3.1%	0.0%	6.6%	6.7%	1.5%	7.2%
Freedom of Association												
Blocks attempts to organize	0.2%	0.0%	0.0%	0.0%	0.0%	0.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.9%
Foreign Contract Labor												
Foreign contract workers do not receive translated employment contract	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	3.3%	0.0%	1.5%	0.9%
Foreign contract workers do not have required travel and/or work documents	0.4%	0.0%	0.0%	0.0%	9.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.8%
Foreign contract workers do not receive adequate orientation training	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.9%
Occupational Health and Safety												
Does not maintain sufficient, clearly marked exits and routes	54.3%	90.1%	28.8%	42.8%	19.0%	64.6%	67.0%	53.8%	63.9%	86.7%	51.5%	50.5%

Does not comply with machine/equipment safety regulations as required	42.3%	74.6%	15.2%	43.1%	14.3%	46.9%	57.7%	30.8%	18.0%	26.7%	47.0%	32.4%
Does not provide sufficient lighting	1.4%	5.6%	0.0%	1.1%	0.0%	0.0%	0.0%	0.0%	3.3%	0.0%	3.8%	0.0%
Dormitory												
Does not provide personal mats	0.3%	0.0%	0.0%	0.0%	0.0%	1.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.9%
Does not maintain clear halls and exits	1.3%	0.0%	0.0%	4.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Unrestricted Access												
Does not provide unrestricted access to facility, workers, and records	3.5%	5.6%	0.0%	8.2%	0.0%	3.4%	0.0%	0.0%	1.6%	0.0%	1.5%	0.9%
Subcontractor Monitoring												
Does not monitor handwork supply chain, wherever applicable	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.6%	0.0%	0.0%	0.9%
Environmental Management System (EMS)												
Does not have an EMS	16.9%	8.5%	0.0%	39.0%	4.8%	6.1%	30.9%	0.0%	3.3%	13.3%	6.1%	6.3%
Environmental Emergency Plan (EEP)												
Does not have procedures to contact appropriate authorities in case of accidents	3.4%	19.7%	0.0%	5.2%	0.0%	0.0%	4.1%	0.0%	1.6%	0.0%	0.8%	0.0%
Chemical Storage and Disposal												
Chemical are not disposed of in accordance with laws	9.7%	9.9%	1.5%	10.8%	0.0%	10.9%	4.1%	0.0%	14.8%	0.0%	13.6%	11.7%
Chemical storage area is not suitably located or well-maintained	15.6%	46.5%	21.2%	18.6%	0.0%	5.4%	7.2%	0.0%	16.4%	6.7%	19.7%	6.3%